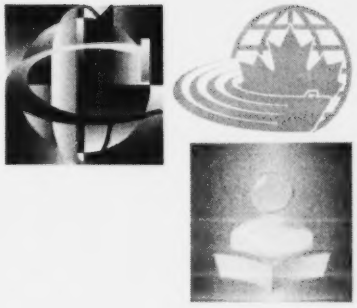
Catalogue no. 81-595-M — No. 062
ISSN: 1711-831X
ISBN: 978-0-662-47733-4

Research Paper

Culture, Tourism and the Centre for Education Statistics

Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2007/2008: Preliminary Report



by Education Finances, Postsecondary Faculty and Tuition Statistics Section

Culture, Tourism and the Centre for Education Statistics Division
Main Building, Room 2001, Ottawa, K1A 0T6

Telephone: 1-800-307-3382 Fax: 1-613-951-9040

Statistics Canada Statistique Canada

Canada

How to obtain more information

For information about this product or the wide range of services and data available from Statistics Canada, visit our website at www.statcan.ca or contact us by e-mail at infostats@statcan.ca or by telephone from 8:30 a.m. to 4:30 p.m. Monday to Friday:

Statistics Canada National Contact Centre
Toll-free telephone (Canada and the United States):

Inquiries line	1-800-263-1136
National telecommunications device for the hearing impaired	1-800-363-7629
Fax line	1-877-287-4369
Depository Services Program inquiries line	1-800-635-7943
Depository Services Program fax line	1-800-565-7757

Local or international calls:

Inquiries line	1-613-951-8116
Fax line	1-613-951-0581

Information to access the product

This product, Catalogue no. 81-595-M, is available for free in electronic format. To obtain a single issue, visit our website at www.statcan.ca and select "Publications."

Standards of service to the public

Statistics Canada is committed to serving its clients in a prompt, reliable and courteous manner. To this end, the Agency has developed standards of service which its employees observe in serving its clients. To obtain a copy of these service standards, please contact Statistics Canada toll free at 1-800-263-1136. The service standards are also published on www.statcan.ca under "About us" > "Providing services to Canadians."

Culture, Tourism and the Centre for Education Statistics Research papers

Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2007/2008: Preliminary Report

Education Finances, Postsecondary Faculty and Tuition Statistics Section
Statistics Canada

Published by authority of the Minister responsible for Statistics Canada

© Minister of Industry, 2008

All rights reserved. The content of this electronic publication may be reproduced, in whole or in part, and by any means, without further permission from Statistics Canada, subject to the following conditions: that it be done solely for the purposes of private study, research, criticism, review or newspaper summary, and/or for non-commercial purposes; and that Statistics Canada be fully acknowledged as follows: Source (or "Adapted from", if appropriate): Statistics Canada, year of publication, name of product, catalogue number, volume and issue numbers, reference period and page(s). Otherwise, no part of this publication may be reproduced, stored in a retrieval system or transmitted in any form, by any means—electronic, mechanical or photocopy—or for any purposes without prior written permission of Licensing Services, Client Services Division, Statistics Canada, Ottawa, Ontario, Canada K1A 0T6.

April 2008

Catalogue no. 81-595-MIE2008062

Frequency: Occasional

ISSN 1711-831X

ISBN 978-0-662-47733-4

Ottawa

Cette publication est disponible en français (nº 81-595-MIF2008062 au catalogue).

Statistics Canada

Acknowledgements

The Centre for Education Statistics wishes to thank participating universities and colleges for their commitment to this survey; we are most grateful for their cooperation and good will.

Note of appreciation

Canada owes the success of its statistical system to a long-standing partnership between Statistics Canada, the citizens of Canada, its businesses, governments and other institutions. Accurate and timely statistical information could not be produced without their continued cooperation and goodwill.

Table of contents

Acknowledgements		4
Background		6
Table 1	Salaries of full-time teaching staff at Canadian universities and colleges	10
	Memorial University of Newfoundland	10
	University of Prince Edward Island	11
	Acadia University	11
	Mount St. Vincent University	12
	St. Mary's University	12
	Cape Breton University	13
	University of New Brunswick	13
	Brock University	14
	Lakehead University	14
	University of Ottawa	15
	Laurentian University of Sudbury	16
	Trent University	16
	University of Waterloo	17
	York University	17
	University of Ontario Institute of Technology	18
	Brandon University	18
	Athabasca University	19
	University of British Columbia	20
	Simon Fraser University	21
	University of Northern British Columbia	21
Table 2	Salary scales for teachers at Canadian universities and colleges	22
Cumulative index		24

Background

The data in this report are drawn from the *University and College Academic Staff Survey (UCASS).* Conducted since 1946, UCASS presents a national picture of the socio-economic characteristics of full-time university teachers in degree-granting institutions. The survey is conducted annually, with a reference date of October 1. Therefore, the data collected through this survey present a snapshot of full-time teaching staff as of that date.

This report presents information on the salaries of full-time teaching staff at 20 Canadian universities, along with information on salary scales for the 2007-2008 academic year. In 2005-06 (the last year for which final data on full-time teaching staff is available) these institutions accounted for 27% of the full-time teaching staff of the 116 institutions that were included in the survey.

It should be noted that many factors can influence salaries, including qualifications and number of years teaching. As well, some universities impose a maximum to the salary range for each rank while others have an open-ended scale.

A note on confidentiality

The University and College Academic Staff Survey is conducted under the *Statistics Act*. To release data at the institutional level, institutions must authorize Statistics Canada to release their information. Furthermore, to ensure the confidentiality of individuals, Statistics Canada will not release data at the institutional level for any institution with fewer than 100 full-time teaching staff. For institutions with more than 100 staff, the data is available at the institutional level however, information is processed in such a way that results are not shown where there are too few individuals.

Due to the Statistics Act which, in part, prohibits the identification of individuals, a number of measures have been taken to ensure that no one individual or their salary can be identified or extrapolated. Information is processed in such a way that the mean is not shown when the given rank contains less than six (6) people and medians and percentiles are not calculated when there are less than 10 people.

Salaries of full-time teaching staff at Canadian universities and colleges

The following tables present, for each of the universities listed below, the number of full-time teaching staff, along with their average and median salaries.

In addition, as a measure of distribution, the salary at the 10th and 90th percentile is given. In other words, the teaching staff is ranked by salary from lowest to highest and divided into ten even groups; the values presented in the table are the cutoff points for the lowest and highest 10% of the distribution.

Target population

The target population of this survey is full-time teaching staff in degree-granting institutions who are under contract for twelve months or more. This includes all teachers within faculties, academic staff in teaching hospitals, visiting academic staff in faculties and research staff who have an academic rank and salary similar to teaching staff. Administrative and support staff and librarians are excluded, as are staff solely engaged in research. Teaching and research assistants are also excluded.

The salary represents the reported annual rate of pay plus administrative stipends, if any, for all reported faculty members, including those on sabbatical leave.

Notes on terms used in the tables

In the following tables, the title *Canadian Universities and* Colleges refers to degree-granting institutions. The column labelled *Numbers* refers to the number of teachers included in the salary calculations, that is, the average, the median and the 10th and 90th percentiles.

The column labelled *Excluded* shows the number of teachers at the institution who are excluded from the salary calculations. This group consists of:

- deans
- directors equivalent to deans i.e. directors who have significant administrative responsibilities
- staff not paid according to regular salary scales
- staff on leave of absence
- visiting professors

Note that while deans and directors equivalent to deans are not counted in the salary calculations for specific ranks, they are included in the category *All ranks combined*, and in the breakdown of this comprehensive category by gender.

The sum of the two columns *Numbers* and *Excluded* yields the total number of full-time teachers by rank at the institution.

Full professors and *associate professors* are subdivided into those *with* and *without senior administrative duties*. Assistant deans, associate deans, vice-deans, directors not equivalent to deans, department heads, coordinators and chairpersons are classified as *with senior administrative duties*. Persons in these posts are included in the salary calculations.

The category *rank below assistants* refers to the next rank directly below that of an Assistant professor. Institutions use a variety of terms to label this position however, in many institutions lecturers are included here. The category *rank below preceding* covers the remaining full-time teachers (in many cases instructors) with the exception of *Other teaching staff* which refers to ungraded staff.

Salary scales for university teachers

The final table in this report presents 2007-2008 salary scales for full-time university teachers. The 15 institutions included in this table are those that reported their scales by the middle of March, 2008. Note that the institutions included in this table are not a subset of the institutions covered in the salary tables.

All universities for which information is included here reported their salary scales as final.

Universities included in the following tables:

Memorial University of Newfoundland

University of Prince Edward Island

Acadia University
Atlantic School of Theology
Mount Saint Vincent University
Saint Mary's University
Cape Breton University

University of New Brunswick

Brock University
Lakehead University
Laurentian University of Sudbury
University of Ottawa
Saint Paul University
Trent University
University of Waterloo
York University
Ontario College of Art and Design
University of Ontario Institute of Technology

Brandon University

University of Saskatchewan
College of Emmanuel and Saint Chad
University of Regina

University of Alberta
University of Lethbridge
Athabasca University

University of British Columbia
Simon Fraser University
University of Northern British Columbia

Table 1
Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Memorial University of Newfoundland

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers	numbers	dollars	dollars	dollars	
Including medical/dental						
Full professors	**284**	**9**	**109,285**	**108,610**	**93,940**	**126,540**
With senior administrative duties	29	6	118,479	113,720	94,680	135,761
Without senior administrative duties	255	3	108,239	108,610	93,940	124,910
Associate professors	**318**	**4**	**90,172**	**87,420**	**77,640**	**103,720**
With senior administrative duties	26	1	97,380	92,985	80,940	115,676
Without senior administrative duties	292	3	89,530	87,420	77,640	103,720
Assistant professors	**258**	**5**	**70,189**	**69,490**	**61,340**	**79,270**
Rank below assistant	**10**	...	**x**	**x**	**x**	**x**
Rank below preceding	...	...	...	...	...	...
Other teaching staff	**1**	...	**x**	**x**	**x**	**x**
All ranks combined (including deans)	**878**	**11**	**90,610**	**89,050**	**64,600**	**117,086**
Male	579	3	94,146	95,570	66,230	120,020
Female	299	8	83,761	80,900	64,600	106,980
Visiting staff	...	...	...	...	...	...

Memorial University of Newfoundland

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers	numbers	dollars	dollars	dollars	
Excluding medical/dental						
Full professors	**237**	**7**	**109,051**	**108,610**	**94,458**	**124,910**
With senior administrative duties	23	5	116,196	114,610	94,680	134,205
Without senior administrative duties	214	2	108,283	108,610	93,940	124,258
Associate professors	**246**	**4**	**91,289**	**89,050**	**77,640**	**103,720**
With senior administrative duties	23	1	98,528	93,420	80,790	117,143
Without senior administrative duties	223	3	90,543	89,050	77,640	103,720
Assistant professors	**200**	**3**	**69,905**	**67,860**	**61,340**	**80,900**
Rank below assistant	**10**	...	**x**	**x**	**x**	**x**
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	**699**	**8**	**91,204**	**92,310**	**64,600**	**118,390**
Male	466	2	94,696	97,200	66,230	120,020
Female	233	6	84,219	81,140	62,970	109,595
Visiting staff	...	...	...	...	...	...

... not applicable

x suppressed to meet the confidentiality requirements of the *Statistics Act*

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of Prince Edward Island

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	**35**	**1**	**116,277**	**114,245**	**93,761**	**137,383**
With senior administrative duties	3	1	x	x	x	x
Without senior administrative duties	32	...	x	x	x	x
Associate professors	**90**	**3**	**95,800**	**92,013**	**75,008**	**120,875**
With senior administrative duties	18	2	108,723	106,176	81,015	139,078
Without senior administrative duties	72	1	92,570	88,716	75,008	115,283
Assistant professors	**43**	**7**	**76,710**	**73,734**	**62,202**	**95,576**
Rank below assistant	**21**	**3**	**85,176**	**x**	**x**	**x**
Rank below preceding	...	...	...	...	...	...
Other teaching staff	**6**	...	**74,073**	**x**	**x**	**x**
All ranks combined (including deans)	**203**	**6**	**94,210**	**89,974**	**70,042**	**121,916**
Male	134	1	97,073	96,293	72,134	122,310
Female	69	5	88,652	79,974	67,168	114,246
Visiting staff	...	...	...	...	...	...

Acadia University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	**52**	**3**	**111,832**	**114,729**	**89,659**	**125,405**
With senior administrative duties	13	3	117,813	118,644	102,210	126,359
Without senior administrative duties	39	...	109,838	111,659	89,659	123,659
Associate professors	**72**	**1**	**84,235**	**83,275**	**75,275**	**95,275**
With senior administrative duties	8	1	90,915	x	x	x
Without senior administrative duties	64	...	83,400	x	x	x
Assistant professors	**65**	...	**71,841**	**71,611**	**64,411**	**78,811**
Rank below assistant	**11**	...	**x**	**x**	**x**	**x**
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	**204**	...	**86,695**	**81,275**	**66,211**	**119,659**
Male	144	...	88,638	82,608	68,011	120,859
Female	60	...	82,031	78,811	62,530	100,780
Visiting staff	...	...	...	...	...	...

... not applicable

x suppressed to meet the confidentiality requirements of the *Statistics Act*

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Mount St. Vincent University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	**35**	**4**	**108,806**	**111,858**	**92,571**	**115,376**
With senior administrative duties	10	4	109,277	112,756	99,091	115,429
Without senior administrative duties	25	...	108,618	111,858	90,322	113,929
Associate professors	**63**	**2**	**89,807**	**94,442**	**76,456**	**95,897**
With senior administrative duties	17	1	91,394	95,492	77,416	96,242
Without senior administrative duties	46	1	89,221	94,442	75,557	94,442
Assistant professors	**41**	**2**	x	x	x	x
Rank below assistant	**1**	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	**146**	**2**	**88,787**	**94,418**	**65,509**	**113,929**
Male	57	...	91,697	94,442	65,509	113,929
Female	89	2	86,923	90,932	65,284	111,249
Visiting staff	...	...	...	...	...	...

St. Mary's University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	**73**	**5**	**119,150**	**121,633**	**96,373**	**135,833**
With senior administrative duties	10	3	122,624	126,320	95,516	139,633
Without senior administrative duties	63	2	118,599	121,633	96,373	134,961
Associate professors	**88**	**3**	**91,757**	**90,411**	**75,764**	**111,398**
With senior administrative duties	16	1	94,219	92,773	74,918	113,839
Without senior administrative duties	72	2	91,210	90,411	75,764	109,516
Assistant professors	**73**	**1**	x	x	x	x
Rank below assistant	**1**	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	**239**	**5**	**95,118**	**93,039**	**67,276**	**123,590**
Male	156	4	99,808	97,298	69,581	126,680
Female	83	1	86,304	83,088	65,662	116,666
Visiting staff	...	...	...	...	...	...

... not applicable

x suppressed to meet the confidentiality requirements of the *Statistics Act*

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Cape Breton University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	**21**	**1**	**98,676**	**97,561**	**89,371**	**110,161**
With senior administrative duties	3	1	x	x	x	x
Without senior administrative duties	18	...	x	x	x	x
Associate professors	**33**	**3**	**80,578**	**82,030**	**66,030**	**92,030**
With senior administrative duties	7	3	87,969	x	x	x
Without senior administrative duties	26	...	78,588	x	x	x
Assistant professors	**52**	**1**	**x**	**x**	**x**	**x**
Rank below assistant	**3**	**...**	**x**	**x**	**x**	**x**
Rank below preceding	**...**	**...**	**...**	**...**	**...**	**...**
Other teaching staff	**...**	**...**	**...**	**...**	**...**	**...**
All ranks combined (including deans)	**113**	**1**	**76,798**	**68,910**	**59,410**	**101,092**
Male	71	...	78,750	70,030	57,700	106,855
Female	42	1	73,499	68,910	61,310	97,187
Visiting staff	**...**	**...**	**...**	**...**	**...**	**...**

University of New Brunswick

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	**260**	**16**	**116,521**	**117,336**	**97,069**	**130,358**
With senior administrative duties	44	14	123,560	121,324	110,874	137,123
Without senior administrative duties	216	2	115,088	116,431	96,878	130,358
Associate professors	**184**	**1**	**90,235**	**87,877**	**78,497**	**106,721**
With senior administrative duties	20	...	105,291	109,252	86,846	112,521
Without senior administrative duties	164	1	88,398	86,944	78,497	105,303
Assistant professors	**104**	**5**	**71,750**	**72,031**	**60,523**	**83,424**
Rank below assistant	**6**	**...**	**81,034**	**x**	**x**	**x**
Rank below preceding	**28**	**...**	**57,670**	**x**	**x**	**x**
Other teaching staff	**...**	**...**	**...**	**...**	**...**	**...**
All ranks combined (including deans)	**596**	**8**	**98,027**	**97,069**	**67,650**	**130,358**
Male	382	2	102,516	104,087	72,468	130,358
Female	214	6	90,016	86,219	60,535	120,247
Visiting staff	**...**	**...**	**...**	**...**	**...**	**...**

... not applicable

x suppressed to meet the confidentiality requirements of the *Statistics Act*

Table 1 (continued)
Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Brock University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	**119**	**8**	**129,385**	**124,908**	**110,101**	**153,019**
With senior administrative duties	29	8	127,658	121,928	112,307	151,209
Without senior administrative duties	90	...	129,942	126,346	109,425	153,167
Associate professors	**211**	**...**	**108,400**	**105,428**	**87,666**	**134,787**
With senior administrative duties	27	...	115,068	116,907	89,480	138,518
Without senior administrative duties	184	...	107,422	104,862	86,983	132,390
Assistant professors	**186**	**1**	**84,888**	**79,582**	**71,560**	**114,105**
Rank below assistant	**26**	**...**	**75,402**	**72,752**	**60,600**	**87,571**
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	**550**	**1**	**104,420**	**100,857**	**73,783**	**137,681**
Male	317	...	109,885	110,081	75,821	146,429
Female	233	1	96,985	93,110	72,872	123,674
Visiting staff	...	...	...	...	...	...

Lakehead University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	**67**	**8**	**120,856**	**122,715**	**105,653**	**132,145**
With senior administrative duties	13	6	125,633	121,905	115,136	135,475
Without senior administrative duties	54	2	119,706	122,778	102,365	131,845
Associate professors	**127**	**1**	**97,147**	**97,519**	**79,673**	**118,362**
With senior administrative duties	26	1	102,225	100,474	89,874	120,690
Without senior administrative duties	101	...	95,840	95,584	79,183	115,575
Assistant professors	**67**	**...**	**79,094**	**78,581**	**68,195**	**91,259**
Rank below assistant	**17**	**...**	**72,732**	**72,085**	**56,217**	**85,000**
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	**285**	**2**	**98,036**	**96,207**	**71,427**	**128,691**
Male	195	2	100,774	99,283	73,466	131,845
Female	90	...	92,104	93,451	68,195	118,390
Visiting staff	...	...	...	...	...	...

... not applicable

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of Ottawa

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Including medical/dental						
Full professors	**366**	**15**	**126,592**	**128,511**	**112,082**	**142,627**
With senior administrative duties	46	9	129,183	132,841	114,172	145,977
Without senior administrative duties	320	6	126,220	128,071	111,392	142,627
Associate professors	**357**	**3**	**102,588**	**103,271**	**91,006**	**118,161**
With senior administrative duties	27	1	109,732	109,580	99,116	120,661
Without senior administrative duties	330	2	102,003	102,875	90,705	118,161
Assistant professors	**375**	**2**	**82,208**	**82,482**	**70,056**	**93,077**
Rank below assistant	**40**	**...**	**64,781**	**64,338**	**60,000**	**71,597**
Rank below preceding	**...**	**...**	**...**	**...**	**...**	**...**
Other teaching staff	**13**	**26**	**65,001**	**64,926**	**57,033**	**73,584**
All ranks combined (including deans)	**1,161**	**36**	**102,427**	**100,922**	**70,793**	**137,302**
Male	747	26	105,069	103,762	71,111	141,522
Female	414	10	97,660	93,990	70,045	127,883
Visiting staff	**...**	**26**	**...**	**...**	**...**	**...**

University of Ottawa

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Excluding medical/dental						
Full professors	**297**	**15**	**130,021**	**129,000**	**115,510**	**142,627**
With senior administrative duties	35	9	130,297	132,578	115,450	142,627
Without senior administrative duties	262	6	129,984	128,592	115,349	142,627
Associate professors	**320**	**3**	**104,340**	**103,349**	**91,698**	**118,161**
With senior administrative duties	25	1	x	x	x	x
Without senior administrative duties	295	2	x	x	x	x
Assistant professors	**348**	**2**	**x**	**x**	**x**	**x**
Rank below assistant	**39**	**...**	**x**	**x**	**x**	**x**
Rank below preceding	**...**	**...**	**...**	**...**	**...**	**...**
Other teaching staff	**13**	**25**	**65,001**	**64,926**	**57,033**	**73,584**
All ranks combined (including deans)	**1,027**	**35**	**102,965**	**100,970**	**73,017**	**136,222**
Male	649	25	105,633	103,985	75,438	140,138
Female	378	10	98,385	94,384	71,509	128,156
Visiting staff	**...**	**25**	**...**	**...**	**...**	**...**

... not applicable

x suppressed to meet the confidentiality requirements of the *Statistics Act*

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Laurentian University of Sudbury

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	**92**	**6**	**133,296**	**133,825**	**114,739**	**151,953**
With senior administrative duties	12	5	130,726	129,056	114,040	148,198
Without senior administrative duties	80	1	133,681	134,111	114,917	152,305
Associate professors	**117**	**1**	**108,600**	**109,925**	**87,689**	**129,857**
With senior administrative duties	15	1	111,509	108,087	96,269	120,841
Without senior administrative duties	102	...	108,172	110,868	87,438	129,913
Assistant professors	**140**	**3**	**82,885**	**82,597**	**68,673**	**98,188**
Rank below assistant	**27**	**...**	**70,986**	**x**	**x**	**x**
Rank below preceding	**...**	**...**	**...**	**...**	**...**	**...**
Other teaching staff	**7**	**...**	**64,651**	**x**	**x**	**x**
All ranks combined (including deans)	**389**	**4**	**102,234**	**99,664**	**69,969**	**139,041**
Male	244	2	106,546	107,170	71,704	142,635
Female	145	2	94,979	91,857	64,304	125,488
Visiting staff	**...**	**...**	**...**	**...**	**...**	**...**

Trent University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	**79**	**2**	**137,852**	**144,695**	**116,343**	**151,782**
With senior administrative duties	19	2	138,503	144,695	119,443	152,264
Without senior administrative duties	60	...	137,646	144,695	116,343	149,419
Associate professors	**102**	**4**	**106,990**	**104,797**	**88,588**	**125,320**
With senior administrative duties	23	...	112,861	111,619	97,619	126,930
Without senior administrative duties	79	4	105,280	99,905	88,362	123,666
Assistant professors	**77**	**2**	**x**	**x**	**x**	**x**
Rank below assistant	**4**	**...**	**x**	**x**	**x**	**x**
Rank below preceding	**...**	**...**	**...**	**...**	**...**	**...**
Other teaching staff	**...**	**...**	**...**	**...**	**...**	**...**
All ranks combined (including deans)	**264**	**6**	**109,288**	**104,532**	**79,534**	**145,573**
Male	165	-	114,213	113,980	80,666	147,059
Female	99	6	101,079	95,378	77,271	128,158
Visiting staff	**...**	**...**	**...**	**...**	**...**	**...**

... not applicable

x suppressed to meet the confidentiality requirements of the *Statistics Act*

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of Waterloo

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	**327**	**14**	**137,941**	**137,189**	**119,822**	**157,162**
With senior administrative duties	65	6	147,253	146,643	126,716	166,347
Without senior administrative duties	262	8	135,631	135,734	118,123	152,961
Associate professors	**302**	**14**	**112,635**	**111,869**	**91,340**	**135,211**
With senior administrative duties	33	...	123,402	124,375	105,329	143,103
Without senior administrative duties	269	14	111,315	111,221	90,383	133,597
Assistant professors	**226**	**16**	**87,486**	**85,865**	**68,000**	**107,246**
Rank below assistant	**75**	**3**	**90,652**	**90,000**	**66,762**	**114,358**
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	**936**	**41**	**114,166**	**114,395**	**78,768**	**146,034**
Male	708	25	117,266	117,722	81,531	148,638
Female	228	16	104,540	101,695	70,943	137,928
Visiting staff	...	**2**	...	...	...	...

York University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	**303**	**23**	**136,609**	**129,860**	**112,907**	**176,389**
With senior administrative duties	77	9	145,414	134,039	115,353	203,229
Without senior administrative duties	226	14	133,609	129,109	111,659	170,220
Associate professors	**580**	**18**	**116,288**	**113,215**	**93,410**	**144,017**
With senior administrative duties	130	2	118,277	114,996	97,332	145,139
Without senior administrative duties	450	16	115,713	112,269	92,488	143,567
Assistant professors	**456**	**20**	**91,098**	**86,586**	**73,931**	**115,935**
Rank below assistant	**50**	**2**	**87,379**	**85,432**	**69,000**	**106,870**
Rank below preceding	...	...	...	...	...	...
Other teaching staff	**48**	**3**	**102,239**	**105,244**	**77,960**	**118,155**
All ranks combined (including deans)	**1,448**	**55**	**111,729**	**108,589**	**80,000**	**144,929**
Male	802	29	116,253	113,351	82,531	154,260
Female	646	26	106,112	103,893	78,811	131,887
Visiting staff	...	**9**	...	...	...	...

... not applicable

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of Ontario Institute of Technology

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	**15**	**8**	**126,160**	**119,827**	**105,238**	**144,586**
With senior administrative duties	3	8	x	x	x	x
Without senior administrative duties	12	...	x	x	x	x
Associate professors	**20**	**...**	**106,204**	**104,585**	**93,000**	**117,910**
With senior administrative duties	1	...	x	x	x	x
Without senior administrative duties	19	...	x	x	x	x
Assistant professors	**64**	**...**	**89,418**	**88,764**	**75,471**	**101,039**
Rank below assistant	...	...	...	...	...	...
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	**107**	**...**	**103,373**	**95,348**	**80,000**	**140,853**
Male	70	...	108,026	99,679	83,906	142,844
Female	37	...	94,571	89,382	72,400	109,169
Visiting staff	...	...	...	...	...	...

Brandon University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	**37**	**3**	**108,801**	**112,934**	**93,339**	**122,344**
With senior administrative duties	11	3	110,506	116,693	94,457	122,344
Without senior administrative duties	26	...	108,080	112,692	91,368	122,344
Associate professors	**44**	**3**	**86,347**	**81,343**	**75,543**	**101,052**
With senior administrative duties	16	3	88,164	82,888	76,934	100,709
Without senior administrative duties	28	...	85,309	81,343	75,357	101,052
Assistant professors	**59**	**2**	**67,706**	**66,025**	**59,396**	**77,728**
Rank below assistant	**12**	**...**	**53,088**	**53,973**	**45,883**	**57,287**
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	**158**	**2**	**83,388**	**77,862**	**57,763**	**116,910**
Male	99	...	88,738	82,503	59,776	122,344
Female	59	2	74,411	74,611	54,585	94,722
Visiting staff	...	...	...	...	...	...

... not applicable

x suppressed to meet the confidentiality requirements of the *Statistics Act*

Table 1 (continued)
Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Athabasca University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	**23**	**3**	**128,859**	**127,765**	**109,582**	**146,026**
With senior administrative duties	7	3	121,813	x	x	x
Without senior administrative duties	16	...	131,941	x	x	x
Associate professors	**48**	**6**	**97,845**	**99,682**	**84,629**	**107,387**
With senior administrative duties	7	6	101,207	x	x	x
Without senior administrative duties	41	...	97,271	x	x	x
Assistant professors	**51**	**...**	**74,694**	**74,542**	**64,501**	**80,438**
Rank below assistant	...	...	...	...	...	...
Rank below preceding	**31**	**...**	**73,160**	**74,838**	**60,240**	**80,438**
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	**162**	**...**	**91,428**	**84,072**	**68,603**	**125,486**
Male	84	...	97,388	93,164	68,195	131,592
Female	78	...	85,010	80,438	68,931	105,984
Visiting staff	...	...	...	...	...	...

... not applicable

x suppressed to meet the confidentiality requirements of the *Statistics Act*

Table 1 (continued)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

University of British Columbia

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers	numbers	dollars	dollars	dollars	
Including medical/dental						
Full professors	**838**	**15**	**145,902**	**135,493**	**111,721**	**192,970**
With senior administrative duties	30	15	164,581	149,189	119,005	209,070
Without senior administrative duties	808	...	145,208	134,740	111,492	190,292
Associate professors	**716**	**1**	**110,220**	**102,144**	**91,787**	**133,536**
With senior administrative duties	12	1	122,982	118,339	104,568	145,633
Without senior administrative duties	704	...	110,003	101,655	91,787	133,236
Assistant professors	**621**	**...**	**96,805**	**90,189**	**75,000**	**122,954**
Rank below assistant	**82**	**...**	**93,342**	**89,859**	**78,623**	**110,588**
Rank below preceding	**58**	**...**	**77,303**	**75,663**	**64,828**	**93,622**
Other teaching staff	**91**	**...**	**76,975**	**75,679**	**57,566**	**98,261**
All ranks combined (including deans)	**2,422**	**...**	**117,289**	**107,138**	**80,122**	**162,850**
Male	1,629	...	122,572	113,345	82,754	172,745
Female	793	...	106,436	97,314	76,839	142,266
Visiting staff	...	...	...	...	...	...

University of British Columbia

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile 10th	Percentile 90th
	numbers	numbers	dollars	dollars	dollars	
Excluding medical/dental						
Full professors	**587**	**11**	**140,047**	**132,558**	**112,298**	**175,155**
With senior administrative duties	25	11	158,271	147,491	118,155	201,595
Without senior administrative duties	562	...	139,236	132,176	112,180	172,661
Associate professors	**572**	**1**	**104,804**	**100,704**	**91,787**	**123,068**
With senior administrative duties	10	1	x	x	x	x
Without senior administrative duties	562	...	x	x	x	x
Assistant professors	**447**	**...**	**93,075**	**89,785**	**78,515**	**112,541**
Rank below assistant	**71**	**...**	**92,939**	**87,702**	**78,228**	**110,595**
Rank below preceding	**43**	**...**	**77,942**	**75,319**	**65,628**	**93,901**
Other teaching staff	**85**	**...**	**77,063**	**75,679**	**57,759**	**98,858**
All ranks combined (including deans)	**1,817**	**...**	**111,681**	**104,216**	**81,106**	**151,365**
Male	1,190	...	116,954	111,117	84,422	158,683
Female	627	...	101,674	95,855	76,678	131,959
Visiting staff	...	...	...	...	...	...

... not applicable

x suppressed to meet the confidentiality requirements of the *Statistics Act*

Table 1 (concluded)

Salaries of full-time teaching staff at Canadian universities and colleges, 2007/2008

Simon Fraser University

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	**290**	**10**	**128,191**	**124,199**	**107,728**	**154,199**
With senior administrative duties	42	7	130,101	129,012	111,912	141,918
Without senior administrative duties	248	3	127,868	124,199	106,740	157,110
Associate professors	**236**	**4**	**102,652**	**97,621**	**87,931**	**120,446**
With senior administrative duties	21	1	113,576	105,854	98,638	131,956
Without senior administrative duties	215	3	101,585	95,678	87,291	119,139
Assistant professors	**271**	**5**	**85,438**	**81,945**	**68,212**	**109,075**
Rank below assistant	**3**	...	x	x	x	x
Rank below preceding	**116**	...	x	x	x	x
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	**923**	**12**	**102,874**	**99,457**	**70,690**	**136,269**
Male	611	6	107,072	105,452	73,142	142,143
Female	312	6	94,653	92,861	68,282	121,125
Visiting staff	...	...	...	...	...	...

University of Northern British Columbia

	Total teaching staff	Teaching staff excluded	Average	Median	Percentile	
					10th	90th
	numbers	numbers	dollars	dollars	dollars	
Full professors	**34**	**3**	**100,347**	**95,512**	**83,759**	**116,004**
With senior administrative duties	7	3	102,394	x	x	x
Without senior administrative duties	27	...	99,817	x	x	x
Associate professors	**74**	**3**	**79,699**	**79,572**	**71,546**	**87,132**
With senior administrative duties	12	1	81,853	81,345	73,833	90,494
Without senior administrative duties	62	2	79,282	79,449	71,124	86,615
Assistant professors	**64**	**2**	**67,211**	**67,334**	**58,552**	**72,780**
Rank below assistant	**10**	...	x	x	x	x
Rank below preceding	...	...	...	...	...	...
Other teaching staff	...	...	...	...	...	...
All ranks combined (including deans)	**186**	**4**	**78,766**	**75,533**	**62,107**	**96,667**
Male	119	2	81,069	78,512	64,663	103,910
Female	67	2	74,675	72,686	56,715	91,438
Visiting staff	...	...	...	...	...	...

... not applicable

x suppressed to meet the confidentiality requirements of the *Statistics Act*

Table 2

Salary scales for teachers at Canadian universities and colleges, 2007/2008

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
				dollars		
Atlantic School of Theology						
Minimum		68,750	63,750	54,750	...	...
Maximum		82,750	75,750	66,750	...	...
Annual increment		2,750	2,750	2,750	...	...
Brock University						
Minimum		95,768	75,086	62,222	48,371	...
Maximum		...	...	...	...	...
Annual increment	%	7.0	7.0	7.0	7.0	...
Lakehead University						
Minimum		83,190	66,190	52,785	44,710	...
Maximum		131,845	118,390	82,535	65,685	...
Annual increment	%	3.0	3.0	3.0	3.0	...
Université Saint-Paul						
Minimum		63,022	53,597	46,021	38,377	...
Maximum		92,501	78,716	62,817	52,377	...
Annual increment		1,500	1,500	1,500	1,500	...
Trent University						
Minimum		102,168	84,061	70,481	61,428	...
Maximum		144,695	123,430	99,905	86,325	...
Annual increment		2,361	2,330	2,263	2,263	...
York University						
Minimum		82,000	65,000	55,000	48,000	...
Maximum		...	...	...	...	...
Annual increment	%	3.5	3.5	3.5	3.5	...
Ontario College of Art and Design						
Minimum		90,293	74,849	59,404	47,524	...
Maximum		114,054	98,611	83,165	71,285	...
Annual increment	%	2.0	2.0	2.0	2.0	...
Brandon University						
Minimum		88,552	70,905	54,133	45,353	...
Maximum		122,344	101,052	77,728	57,287	...
Annual increment		2,816	2,319	1,815	1,326	...
University of Saskatchewan						
Minimum		97,640	83,066	68,492	53,667	42,867
Maximum		...	...	...	...	...
Annual increment		2,429	2,429	2,429	2,429	1,800
College of Emmanuel and Saint Chad						
Minimum		71,135	64,405	59,420	...	...
Maximum		...	...	...	...	...
Annual increment	%	2.0	2.0	2.0	...	...
University of Regina						
Minimum		86,820	64,494	56,196	44,570	...
Maximum		...	100,825	83,940	63,674	...
Annual increment		2,668	2,487	2,312	1,592	...

Table 2 (concluded)

Salary scales for teachers at Canadian universities and colleges, 2007/2008

		Full professor	Associate professor	Assistant professor	Lecturer	Other ranks
				dollars		
University of Alberta						
Minimum		89,137	71,632	57,618	...	...
Maximum		...	102,448	81,642	...	...
Annual increment						
1st level		3,022	2,568	2,002	...	...
2nd level		2,568	...	...	...	...
3rd level		2,002	...	...	...	...
University of Lethbridge						
Minimum		80,000	65,000	55,000	36,000	...
Maximum		...	...	...	...	...
Annual increment[1]		...	...	...	...	...
Athabasca University						
Minimum		97,593	78,246	59,365	46,301	...
Maximum		125,126	100,326	80,438	64,497	...
Annual increment	%	2.8	2.8	...	...	...
Simon Fraser University						
Minimum		87,931	70,677	58,353	53,423	53,423
Maximum		124,199	95,678	83,353	85,114	58,353
Annual increment		...	...	...	...	...

... not applicable

1. Comprises 2 components: a cost of living allowance and a pooled calculation.

Culture, Tourism and the Centre for Education Statistics

Research Papers

Cumulative index

Statistics Canada's **Division of Culture, Tourism and the Centre for Education Statistics** develops surveys, provides statistics and conducts research and analysis relevant to current issues in its three areas of responsibility.

The **Culture Statistics Program** creates and disseminates timely and comprehensive information on the culture sector in Canada. The program manages a dozen regular census surveys and databanks to produce data that support policy decision and program management requirements. Issues include the economic impact of culture, the consumption of culture goods and services, government, personal and corporate spending on culture, the culture labour market, and international trade of culture goods and services. Analysis is also published in *Focus on Culture* (87-004-XIE, free, http://www.statcan.ca/bsolc/english/bsolc?catno=87-004-X).

The **Tourism Statistics Program** provides information on domestic and international tourism. The program covers the Canadian Travel Survey and the International Travel Survey. Together, these surveys shed light on the volume and characteristics of trips and travellers to, from and within Canada.

The **Centre for Education Statistics** develops and delivers a comprehensive program of pan-Canadian education statistics and analysis in order to support policy decisions and program management, and to ensure that accurate and relevant information concerning education is available to the Canadian public and to other educational stakeholders. The Centre conducts fifteen institutional and over ten household education surveys. Analysis is also published in *Education Matters* (81-004-XIE, free, http://www.statcan.ca/bsolc/english/bsolc?catno=81-004-X), and in the *Analytical Studies Branch research paper series* (11F0019MIE, free, http://www.statcan.ca/bsolc/english/bsolc?catno=11F0019M).

Following is a cumulative index of Culture, Tourism and the Centre for Education Statistics research papers published to date

Research papers

81-595-MIE2002001	Understanding the rural-urban reading gap
81-595-MIE2003002	Canadian education and training services abroad: the role of contracts funded by international financial institution
81-595-MIE2003003	Finding their way: a profile of young Canadian graduates
81-595-MIE2003004	Learning, earning and leaving – The relationship between working while in high school and dropping out
81-595-MIE2003005	Linking provincial student assessments with national and international assessments
81-595-MIE2003006	Who goes to post-secondary education and when: Pathways chosen by 20 year-olds
81-595-MIE2003007	Access, persistence and financing: First results from the Postsecondary Education Participation Survey (PEPS)
81-595-MIE2003008	The labour market impacts of adult education and training in Canada
81-595-MIE2003009	Issues in the design of Canada's Adult Education and Training Survey
81-595-MIE2003010	Planning and preparation: First results from the Survey of Approaches to Educational Planning (SAEP) 2002
81-595-MIE2003011	A new understanding of postsecondary education in Canada: A discussion paper
81-595-MIE2004012	Variation in literacy skills among Canadian provinces: Findings from the OECD PISA
81-595-MIE2004013	Salaries and salary scales of full-time teaching staff at Canadian universities, 2001-2002: final report
81-595-MIE2004014	In and out of high school: First results from the second cycle of the Youth in Transition Survey, 2002
81-595-MIE2004015	Working and Training: First Results of the 2003 Adult Education and Training Survey
81-595-MIE2004016	Class of 2000: Profile of Postsecondary Graduates and Student Debt
81-595-MIE2004017	Connectivity and ICT integration in Canadian elementary and secondary schools: First results from the Information and Communications Technologies in Schools Survey, 2003-2004

Following is a cumulative index of Culture, Tourism and the Centre for Education Statistics research papers published to date

Research papers

81-595-MIE2004018	Education and labour market pathways of young Canadians between age 20 and 22: an Overview
81-595-MIE2004019	Salaries and salary scales of full-time teaching staff at Canadian universities, 2003-2004
81-595-MIE2004020	Culture Goods Trade Estimates: Methodology and Technical Notes
81-595-MIE2004021	Canadian Framework for Culture Statistics
81-595-MIE2004022	Summary public school indicators for the provinces and territories, 1996-1997 to 2002-2003
81-595-MIE2004023	Economic Contribution of Culture in Canada
81-595-MIE2004024	Economic Contributions of the Culture Sector in Ontario
81-595-MIE2004025	Economic Contribution of the Culture Sector in Canada – A Provincial Perspective
81-595-MIE2004026	Who pursues postsecondary education, who leaves and why: Results from the Youth in Transition Survey
81-595-MIE2005027	Salaries and salary scales of full-time teaching staff at Canadian universities, 2002-2003: final report
81-595-MIE2005028	Canadian School Libraries and Teacher-Librarians: Results from the 2003/04 Information and Communications Technologies in Schools Survey
81-595-MIE2005029	Manitoba Postsecondary Graduates from the Class of 2000: How Did They Fare?
81-595-MIE2005030	Salaries and Salary Scales of Full-time teaching Staff at Canadian Universities, 2004-2005: Preliminary Report
81-595-MIE2005031	Salaries and salary scales of full-time teaching staff at Canadian universities, 2003-2004: final report
81-595-MIE2005032	Survey of Earned Doctorates: A Profile of Doctoral Degree Recipients
81-595-MIE2005033	The Education Services Industry in Canada
81-595-MIE2005034	Connectivity and ICT Integration in First Nations Schools: Results from the Information and Communications Technologies in Schools Survey, 2003/04
81-595-MIE2005035	Registered Apprentices: A Class Ten Years Later

Following is a cumulative index of Culture, Tourism and the Centre for Education Statistics research papers published to date

Research papers

81-595-MIE2005036	Participation in Postsecondary Education: Evidence from the Survey of Labour Income Dynamics
81-595-MIE2006037	Economic Contribution of the Culture sector to Canada's Provinces
81-595-MIE2006038	Profile of Selected Culture Industries in Ontario
81-595-MIE2006039	Factors Affecting the Repayment of Student Loans
81-595-MIE2006040	Culture Goods Trade Data User Guide
81-595-MIE2006041	Health Human Resources and Education: Outlining Information Needs
81-595-MIE2006042	How Students Fund Their Postsecondary Education: Findings from the Postsecondary Education Participation Survey
81-595-MIE2006043	Educational Outcomes at Age 19 Associated with Reading Ability at Age 15
81-595-MIE2006044	Summary Public School Indicators for the Provinces and Territories, 1997-1998 to 2003-2004
81-595-MIE2006045	Follow-up on Education and Labour Market Pathways of Young Canadians Aged 18 to 20 – Results from YITS Cycle 3
81-595-MIE2006046	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2005/2006: Preliminary Report
81-595-MIE2006047	Canada Student Loans Repayment Assistance: Who Does and Does Not Use Interest Relief?
81-595-MIE2006048	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2004/2005: Final Report
81-595-MIE2007049	Educating Health Workers: A Statistical Portrait
81-595-MIE2007050	Summary Public School Indicators for the Provinces and Territories, 1997-1998 to 2003-2004
81-595-MIE2007051	Culture Employment in a North American Context
81-595-MIE2007052	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2006/2007: Preliminary Report
81-595-MIE2007053	Towards a Geography of Culture: Culture Occupations Across the Canadian Urban-Rural Divide
81-595-MIE2007054	Education-to-Labour Market Pathways of Canadian Youth: Findings from the Youth in Transition Survey

Following is a cumulative index of Culture, Tourism and the Centre for Education Statistics research papers published to date

Research papers

81-595-MIE2007055	High School Dropouts Returning to School
81-595-MIE2007056	Trade in Culture Services A Handbook of Concepts and Methods
81-595-MIE2007057	Educational Outcomes at Age 19 by Gender and Parental Income: A First Look at Provincial differences
81-595-MIE2007058	Postsecondary Enrolment Trends to 2031: Three Scenarios
81-595-MIE2007059	Participation in Postsecondary Education: Graduates, Continuers and Drop Outs, Results from YITS Cycle 4
81-595-MIE2008060	Sport Participation in Canada, 2005
81-595-MIE2008061	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2005/2006: Final Report
81-595-MIE2008062	Salaries and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2007/2008: Preliminary Report